



City of Loma Linda Official Report

Floyd Petersen, Mayor
Stan Brauer, Mayor pro tempore
Robert Christman, Councilmember
Robert Ziprick, Councilmember
Charles Umeda, Councilmember

COUNCIL AGENDA: April 18, 2006
TO: City Council
FROM: Dennis R. Halloway, City Manager
SUBJECT: Salary and Classification Study

RECOMMENDATION

It is recommended that the City Council approve a contract for a Salary and Classification Study with The Mercer Group in the amount of \$18,000.

BACKGROUND

It has been many years since the city has done a Salary and Classification Study. In fact no one can remember the last time one was done even those who have been here 20 years. So it is well overdue. The employee bargaining groups have requested a study for several years. Over the years the job duties of many employees have changed due to many reasons not the least of which is technology. The fact that we have not a study in a number of years and job duties have changed justifies the need for such a study.

ANALYSIS

We received the following four quotes for the Salary and Classification study:

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| 1. Public Sector Personnel Consultants | \$ 32,550 |
| 2. LB Hayhurst | 32,000 |
| 3. Koff & Assoc | 30,000 |
| 4. The Mercer Group | 18,000 |

ENVIRONMENTAL

None

FINANCIAL IMPACT

The cost of the study will be absorbed by the current budget.